

ARTICLE II: THE PASTORAL LEADERSHIP

Section 1: Senior Pastor

Duties of the Senior Pastor

By the call of God and First Baptist Church, the Senior Pastor is to serve faithfully for the Lord and His people. He is to faithfully and regularly feed the flock with the preached Word of God, to give shepherding oversight to the Church's ministries, programs, vision, philosophy, and direction. He supervises pastoral staff and delegates to a variety of ministers and lay-leaders as needed. The Senior Pastor is called to be an example of the believers in character and conduct, according to biblical standards and the control of the Holy Spirit.

Selecting a Senior Pastor

An appropriate process shall be followed when the Senior Pastor position needs to be filled. The entire process of selecting a new Senior Pastor shall be undergirded by dedicated prayer, before, during and after the selection. The "call" by the Church is to confirm the "call" from the Lord concerning His will for the local Body. The outgoing Senior Pastor may provide helpful input to the process, as is appropriate to him and the Personnel Committee, including counsel concerning the selection of a chairman and vice chairman for the Senior Pastor Search Team.

The Senior Pastor Search Process

The Senior Pastor Search Team shall consist of 7-9 adult Church members. The deacons, personnel and finance committees, and pastoral staff shall prayerfully submit the names of 14-21 potential people for election by the congregation. The Church shall vote by secret ballot to select the members of the Senior Pastor Search Team during regularly scheduled worship services on a specified weekend. Healthy, ongoing communication and consultation with the Pastoral Staff will be maintained in the search process.

An Alternative Approach may be as Follows:

Recognizing the importance and uniqueness of this crucial time and the possibility of changing circumstances, the Senior Pastor may be called upon by lay leadership and led by the Lord to continue serving in a transition time of "passing the baton" to a new Senior Pastor. This only occurs when there is strong recommendation and approval by the personnel committee and deacon officers and clear communication to the Church. Such a change requires careful prayer to discover the creative plan of God, respect for the previous work of the Lord and the vision of the Senior Pastor and a right spirit in the successor.

The Qualifications

Qualifications for the Senior Pastor Search Team shall particularly include:

- Faithful attendance in the primary ministries, worship services, and Bible study program of the Church.
- Regular, generous giving to the Church, according to scriptural standards.
- Recognition as godly examples of leaders in the Church who adhere to the core doctrines, goals, ministries, and vision of the Church.
- Commitment to be united in prayer and without a personal agenda, working with all members of the Search Team.

The Call

The Church will be given a 2-week notice of a vote concerning the "call" and selection of a new Senior Pastor. A Senior Pastor shall be called by the Church only after providing opportunities of dialogue and means to get to know him and his family as well as hearing him preach in the main worship services. Biographical information will be distributed to the Church at least one week in advance of the "in-view-of-a-call" weekend. A new Senior Pastor will be extended a call only if there is at least an 85% majority vote by secret ballot. Votes will be collected in each of the weekend worship services. Only Church members present in the weekend service may vote concerning the call of a Senior pastor.